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Program
Evaluation

24 May 1982

MEMORANDUM FOR: Director of Personnel

FROM:

Chief, SIS Support Staff

SUBJECT: SIS Program Evaluation

1. The SIS has been in operation for two and one-half years. We have experienced five promotion cycles, two awards cycles and two succession planning exercises. SIS member and management acceptance of the program appears to be somewhat mixed. The recent pay consultant study alluded to deficiencies in the awards program and suggests general solutions along the lines of organizational evaluation and delegation of the awards responsibility to the Heads of Career Services. Both of these suggestions could cause more problems than solutions. The pay study group also refers to "lack of awards publicity" as defeating the purpose of the awards effort.

2. If, in fact, there are enough legitimate concerns about the awards system, SIS compensation and other aspects of this "high profile" program, it may awaken the IG to the need for a survey of the SIS system.

3. Rather than finding ourselves in a reactive mode, it may be desirable to conduct a comprehensive program evaluation of the SIS to determine its creditability with the membership, senior management and selected GS-15 candidates.

4. To this end, the following study proposal is suggested for your consideration:

Study Proposal

- a. Develop a short "yes or no" answer type questionnaire for a 30% sample of SIS-1 through SIS-4 officers querying them about their perceptions of the awards process, promotions, senior officer development, compensation, etc. (sample attached).
- b. Develop a similar questionnaire for selected GS-15 candidates to be identified by the Career Services (to be developed).
- c. Synthesize the results and review with the DD's or ADD's, and at the same time, discuss their perceptions as to program accomplishments or lack thereof.

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d. Develop a program evaluation report for the DDCI with appropriate recommendations.

5. Pete and I would like to discuss this evaluation approach at your convenience.

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Attachment



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SIS EVALUATION QUESTIONNAIRE

Career Service _____

SIS Level _____

Age _____

Length of Agency Service _____

The attached questionnaire is designed to assist the Office of Personnel in an evaluation of the Senior Intelligence Service Program with regard to the accomplishment of stated program objectives, effectiveness of policies and procedures and general reactions of the SIS membership. Your responses will be non-attributable and will be used to develop a statistical base to contribute to the Office of Personnel evaluation process. In the event you wish to add further explanatory comments, please key them to the question numbers. Please return the completed questionnaire, without signature, to the Office of Personnel, C/SIS/Support Staff, 1006 Ames Building.

1. If you were given the option to return to the General Schedule (i.e., supergrade or SPS) without the SIS benefits (i.e., awards, unlimited annual leave accrual, and sabbaticals) would you exercise this option? ____ Yes ____ No ____ No Opinion
2. Do you consider the SIS performance awards and stipend program to be administered fairly in your Career Service? ____ Yes ____ No ____ No Opinion
3. Do you believe that SIS performance awards should be publicized within the Agency? ____ Yes ____ No ____ No Opinion
4. Have you received an SIS stipend or performance award? ____ Yes ____ No
5. With the lifting of the Federal pay cap on 1 January 1982, do you believe that you are compensated fairly in relation to General Schedule employees? ____ Yes ____ No ____ No Opinion
6. Do you consider that you have received adequate senior officer development through formal training and on-the-job experiences to equip you for your current SIS assignment? ____ Yes ____ No ____ No Opinion
7. Do you believe there is adequate communication with regard to SIS policies and procedures? ____ Yes ____ No ____ No Opinion
8. Do you consider SIS promotion practices to be fair and equitable in your Career Service? ____ Yes ____ No ____ No Opinion

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